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Greater Clark County Schools PRIDE/Work Ethic Certification Overview

The mission of Greater Clark County Schools is to assure that every student graduates accepted to a post-secondary opportunity, i.e., four-year college, two-year college, military, workforce., etc. In order to meet that goal, students must not only have academic skills, but also the soft skills or process skills necessary to succeed in their chosen post-secondary setting.

To this end, Greater Clark staff members have worked to merge several systems into one system to instruct students on the expectations that exist in the school and career settings. These three systems, College Career Readiness (CCR), Positive Behavior Interventions and Support (PBIS), and Work Ethic Certification have merged to become the **PRIDE** Program.

At the start of the 2014-15 school year, **PRIDE** was introduced to all school staff, students, parents, and community supporters. **PRIDE** is essential for our students not only as a means to teach and reinforce behavioral expectations in our schools, but, more importantly, to assure our students graduate prepared to succeed in their chosen post-secondary opportunity.

The acronym **PRIDE** stands for:

Persistence – persevere through challenges, problem-solve

Respectfulness – accept and serve others, possess a positive attitude, communicate clearly

Initiative – self-starters, critical thinkers

Dependability – academic readiness, reliable, demonstrate responsibility and teamwork

Efficiency – organized, punctual, self-management

The **PRIDE** Program allows schools to address common expectations and assess student performance as it relates to CCR, PBIS, and Work Ethic. Teaching these expectations and measuring student performance provides the data to determine each student's college and career readiness.

Schools incorporated **PRIDE** into their building-level plan during the 2014-15 school year to guide them in teaching **PRIDE** expectations and to acknowledge positive student behavior. Seniors who met specific **PRIDE** expectations were eligible to earn a Work Ethic Certification, supported by our Region 10 Works Council. Students wishing to obtain the Work Ethic Certification were measured in nine areas of academic and work ethic competency. Five subjective measures (**PRIDE**) required three teachers each to sign stating that a student had met these requirements. Four additional objective competencies, i.e., community/school service, attendance, academic readiness, and behavior were obtained from the district's student management system to indicate competency in measurable areas. At the end of the 2014-15 school year, Work Ethic Certificates, signed by Governor Pence, were distributed to 170 Greater Clark graduates, which was 24% of the senior class.

In the 2015-16 school year, the district will have teachers also grade students based upon their level of **PRIDE** proficiency following a rubric that outlines the criteria for exceeding, meeting, or performing below expectations. Teachers will support the academic grades with numerical scores assigned to each student associated with their **PRIDE** proficiency. In addition, students will be recognized with a Work Ethic Certificate for mastery of **PRIDE** at grades 5, 8, and 12.